

Message Text

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ORIGIN EUR-12

INFO OCT-01 ISO-00 IO-11 ABF-01 OMB-01 TRSE-00 CIAE-00

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FM SECSTATE WASHDC

TO USMISSION OECD PARIS

INFO USMISSION NATO

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E.O. 11652: N/A

TAGS: AORG, NATO, OECD

SUBJECT: COORDINATED ORGANIZATIONS: SALARY
ADJUSTMENT PROCEDURE

REF: (A) USNATO 1189; (B) USNATO 1204

1. WE ARE DISAPPOINTED THAT OTHER DELEGATIONS FAILED TO RESPOND POSITIVELY TO OUR PROPOSAL THAT SALARIES OF OECD AND NATO STAFF SERVING IN GRADES A4 AND ABOVE BE FROZEN AT PRESENT LEVELS PENDING THE MID-YEAR GENERAL REVIEW.

2. WE NOTE HOWEVER THAT CANADIAN FORMULA FOR COL ADJUSTMENT SUPPORTED BY OTHER DELS ACCOMPLISHES OUR OBJECTIVE OF BREAKING PATTERN OF 100 PER CENT COL ADJUSTMENTS. WE CONSIDER 100 PER CENT ADJUSTMENTS TO BE RESPONSIBLE IN LARGE PART FOR RISE OF SENIOR STAFF SALARIES TO CURRENT INFLATED LEVELS.

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3. ACCORDINGLY, US DEL TO CCG AUTHORIZED TO LIFT US RESERVATION ON CCG REPORT EMBODYING CANADIAN FORMULA, PROVIDED THAT REPORT RECEIVES THE UNANIMOUS SUPPORT OF ALL DELS.

4. IN DISCUSSIONS OF THIS PROBLEM IN CCG OR OECD COUNCIL

OR NAC, YOU SHOULD MAKE IT CLEAR THAT WE INTEND TO PRESS FOR ALIGNMENT OF CCG SALARIES WITH NATIONAL SALARIES, AND THAT WE WILL INSIST THAT INCREASES, ESPECIALLY IN TOP-LEVEL SALARIES, BE SLOWED DOWN CONSIDERABLY UNTIL THEY ARE COMPLETELY IN LINE WITH AVERAGE NATIONAL SALARIES. WE CANNOT ACCEPT ARGUMENT QUOTED IN REF B THAT SALARIES MUST BE HIGHER TO ATTRACT PERSONNEL WITH NECESSARY QUALIFICATIONS UNTIL AND UNLESS IT CAN BE DOCUMENTED THAT CAPABLE PERSONNEL ARE NO LONGER APPLYING FOR POSITIONS. WE DO NOT BELIEVE THAT THIS IS THE CASE NOW. WE CAN ALSO NO LONGER ACCEPT ARGUMENT THAT SALARIES MUST BE HIGHER BECAUSE OF THE SHORT-TERM NATURE OF POSITIONS. EXCEPT IN CASES WHERE PERSONNEL WANT TO RETURN TO NATIONAL POSITIONS, INTERNATIONAL STAFF POSITIONS ARE JUST ABOUT AS PERMANENT AS ANY OTHER JOBS, AND THE ADOPTION OF A PENSION SYSTEM IS INDICATIVE OF THE PERMANENT NATURE OF POSITIONS.

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